

**Present:** Naomi Barell, Eric and Karen Corbman, Ducky Donath, Mindy Evnin,, Sarah Glassman, Erika Geremia, Judy Hershberg, Joshua Kernoff, Harvey Klein, Nat Lew, Bill Miller, Jeff Potash, Yoram Samets, Rabbi Amy Small, Brett Smith, Gary Visco, Cantor Steve Zeidenberg .

**Facilitator:** Nat

**Meeting Recorder:** Jeff Potash

Item	Discussion, Action Steps
Dvar Torah – Rabbi Amy	<b>Rabbi Amy</b> has spent the last two weeks with the Hartman Institute (on-line). She shared poems from Rachel Korazim 's (Israeli Jewish educator and poet) class emphasizing threads that tie Israel together (and sometimes create rifts), including Hamutal bar Yosef's "identity Class" and Yehuda Amichai's "My Parents' Immigration"
Approve minutes from two meetings (Regular June and the Special June Meeting	<b>MOTION</b> to accept. Board approves passed unanimously.
Clergy ,ED, President, i25	<p><b>Rabbi Amy</b> indicated that Jody Arrant, the Rabbi's new (on-line) assistant, will be joining us at our meeting. (2) The High Holidays have begun to loom large; the Rabbi, Cantor, and Nat are very busy, leaving limited bandwidth for other activities – please be patient!</p> <p><b>Cantor Steve</b> announced that he has returned to his office! He's enjoying seeing everyone and watching the technology team work preparing for the Holidays. He reminded everyone of the upcoming Friday night services (at the Kornstein's house) and Saturday services at OZ. He concluded by expressing thanks to Sarah for all she's done (this is her last meeting).</p> <p><b>Sarah Glassman</b> is on vacation in Acadia. (1) Much is happening around the membership pledge process (using the portal). There are snags. Andie is working on it this week; Sarah will be working for her final two weeks afterward. (2) Technology continues to arrive and Dan Rome and Rich Berger have been busy.</p> <p>Josh expressed appreciation for Sarah's work over the past two years, which have been extremely difficult.</p>
Questions about written reports (Treasurer's is separate document)	<p>Yoram inquired about Nat's first point, with regard to Andie's work and/or Sarah's replacement. Nat is looking at short term options for August (volunteers, other staff. We will need to look at hiring options in Executive Session (possibly separating administrative versus other responsibilities). Yoram recommended that other members of the Board step forward to assist Nat. Nat expressed appreciation.</p> <p>Naomi asked if Tari might be willing to step in to help.</p> <p>Brett asked about the fence built around the outdoor staircase next to the back entry. Sarah described a child having fallen down the outside staircase. Raul has arranged for reinforcement of the fence. Brett</p>

	<p>inquired about policy for notifying the Board (at what threshold) of an “incident report.” Cantor Steve indicated that he and Rabbi Amy were notified after the event occurred. Erika described how lucky the child was in not being severely injured. Erika notified the Preschool families and Raul acted immediately. Josh agreed with Brett that we need a formal policy (consistent with what we’re working on following the pews removal) relative to a threshold event as the Board has both authority and liability/ responsibility. Erika did not have to report the event to the state as the child was in the parent’s care. She is happy to work with the Board moving forward. Rabbi Amy agreed that communications are critical. She suggested that events occurring at OZ where someone requires hospital attention should be sent in a 1-sentence notification to the Board. Mindy cited her ignorance over the pew event as another example where the Board should be notified.</p> <p>Brett recommended that he and Josh work on a policy proposal.</p> <p>Naomi noted that there is a difference between information and liability. Nat recommended we work on a “threshold” where the Board needs to be notified.</p> <p>Eric noted an error in the formula sent out with the pledge sheets.</p>
<ul style="list-style-type: none"> <li>• <b>MOTIONS: MOTION ONE:</b> Ohavi Zedek will pay all its employees other than teenagers no less than \$15/hour. All employees scheduled to be paid less than that rate on July 1 will have their pay raised to \$15/hour. <i>(See report from HR and Finance Committees below.)</i></li> <li>• <b>MOTION TWO:</b> After the books are closed on the Fiscal Year, Ohavi Zedek will donate 10% of the net profits (income minus expenses) of the Shalom Shuk to local charities chosen by Social Justice Committee. <i>(See historical Shuk</i></li> </ul>	<p><b>MOTION ONE:</b> Nat noted that we cannot share the spreadsheet relating to specific employees until we go into Executive Session. Mindy suggested we don’t need the details.</p> <p>Josh supports the motion because it “is the right thing to do” (and probably necessary). However, we cannot afford this looking forward to a \$200K deficit in 2022. We may need to revisit this (and/or reduce hiring).</p> <p>Brett asked whether that would have a cascading impact on others who will want a raise.</p> <p>Sarah indicated we have no steps for hourly wage employees; she suggested to the HR committee they consider this. This may also include salaried employees to make it more equitable.</p> <p>Josh reiterated that, while we can’t afford anything, employees should take precedence.</p> <p>Bill called the question. Vote was 8 for, with 1 abstention. The Motion passed.</p> <p><b>MOTION 2</b> <b>Nat</b> explained that the Finance Committee specified net profits. No money was paid out last year.</p> <p><b>Mindy</b> said we not make up the year we missed.</p>

<p><i>donation table below.)</i></p> <ul style="list-style-type: none"> <li>• <b>MOTION THREE:</b> If the full cost of the residency by musician and educator Eliana Light this coming year that Cantor Steve is arranging cannot be raised from donors, we will make up the difference with income from restricted endowments specified for educational purposes.</li> </ul>	<p><b>Yoram</b> asked how net profit is calculated. Bill explained that the Shuk had a \$26K profit (based on reduced salary); the Shuk already gets half of that, so the profit should be on the remaining \$13K. The Shuk pays overhead and salaries; and then they get 50% of what's left put in their reserve.</p> <p>Josh expressed concern that this is money we need. He opposes this motion. Mindy agrees with Josh.</p> <p>Jeff mentioned that the Shuk is part of the larger vision of Imagine 2025.</p> <p>Brett noted that this is a small amount of money if we believe that Social Justice is to become a pillar.</p> <p>Nat wants the Board to take responsibility, be transparent, and be clear on its intentions.</p> <p>Karen Corbman repeated Kay's argument that merchandise donated comes not because of OZ but rather it is donated to social causes. So it helps with donations.</p> <p>Sarah agreed there is no existing policy. Should we modify this proposal based on an OZ "Surplus."</p> <p>Mindy donates clothes to the Shuk as do many OZers. And we give free clothes to those in need. We do a good amount of charity already...</p> <p>Josh questioned why we need to give money, as the existence of the Shuk is evidence of Social Justice. He supported Sarah's proposal.</p> <p>Yoram recommended that we have Kay and Karen at another meeting as we need information and thinking.</p> <p><b>MOTION:</b> Yoram made the motion that the Board postpone a decision and table this until the August meeting. Bill seconded.</p> <p>The vote was 8 votes for, with 1 abstention.</p> <p>Yoram will reach out to Kay and Karen to plan next steps. .</p> <p><b>MOTION THREE:</b> Cantor Steve indicated Basha will support this as this year's scholar in residence. The motion is withdrawn.</p>
OZ successes (speed round)	Lots of positive energy – particularly with face-to-face gatherings!
MINYAN	
Additional Items	Responding to Yoram's note, Nat indicated with everything else going on that this is not the time to discuss Board structure change

	<p>Can we send thanks to Chairs who are leaving (Michael Schaal, Judy Hershberg, and Richard Finkelstein)?</p> <p>Change Meeting Days (Nat can't meet on Thursdays): The "winning" days in October and November will be Tuesdays.</p> <p>We need a New Member Event; Ducky is working on a January date. Brett suggested the New Member Event should be held on the first day of Hebrew School. Naomi reminded everyone that OZ does have food restrictions and students are not vaccinated.</p>
EXECUTIVE SESSION	<p><b>Motion:</b> Mindy made the motion to enter executive session. Bill seconded. Board approves.</p>
Adjournment	<p><b>Motion:</b> Mindy moved and Gary seconded. Board approved.</p>